CLAIMS

What is claimed is:

SUB AI

1.   A method that facilitates automated comparison of employee data between a plurality of subscribers, comprising the steps of:

maintaining a database of subscriber data that is provided by a plurality of subscribers, the subscriber data including employee data for a plurality of employees, wherein the employee

5   data is correlated to a plurality of employee attributes;

receiving a query from a specific subscriber, the query including at least one desired employee attribute; and

compiling a report from the database in response to the query, the report providing associated employee data for employees that have the at least one desired employee attribute.

2.   The method of claim 1, wherein the report is electronically provided to the specific subscriber via an HTML form.

3.   The method of claim 1, further including the steps of:

associating the query with the specific subscriber;

storing the query; and

providing an updated report when the specific subscriber selects the stored query,

5   wherein the specific subscriber is not required to again enter the at least one desired employee attribute associated with the stored query.

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4.   The method of claim 1, wherein the employee data is employee compensation data and the report provides a comparison between the employee compensation data of the specific subscriber and the employee compensation data of all other subscribers with the at least one desired employee attribute.

5.   The method of claim 1, wherein the query includes at least one scope measure.

6.   The method of claim 1, wherein the report includes a summary of the at least one desired employee attribute used to compile the report.

7.   The method of claim 1, wherein the report includes the employee data in tabular and graphical format.

SUB A2/ 8.   A computer system that facilitates automated comparison of employee data between a plurality of subscribers, comprising:

a processor;

a memory subsystem for storing data and information coupled to the processor; and

5   processor executable code located within the memory subsystem for causing the processor to perform the steps of:

maintaining a database of subscriber data that is provided by a plurality of subscribers, the subscriber data including employee data for a plurality of employees, wherein the employee data is correlated to a plurality of employee attributes;

10   receiving a query from a specific subscriber, the query including at least one desired employee attribute; and

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compiling a report from the database in response to the query, the report providing associated employee data for employees that have the at least one desired employee attribute.

9.   The system of claim 8, wherein the report is electronically provided to the specific subscriber via an HTML form.

10.   The system of claim 8, further including the steps of:

associating the query with the specific subscriber;

storing the query; and

providing an updated report when the specific subscriber selects the stored query, wherein the specific subscriber is not required to again enter the at least one desired employee attribute associated with the stored query.

11.   The system of claim 8, wherein the employee data is employee compensation data and the report provides a comparison between the employee compensation data of the specific subscriber and the employee compensation data of all other subscribers with the at least one desired employee attribute.

12.   The system of claim 8, wherein the query includes at least one scope measure.

13.   The system of claim 8, wherein the report includes a summary of the at least one desired employee attribute used to compile the report.

14.   The system of claim 8, wherein the report includes the employee data in tabular and graphical format.

SUB A3/

~~15~~.   A human resource information system that facilitates automated comparison of employee compensation data between a plurality of subscribers, comprising:

a processor;

a memory subsystem for storing data and information coupled to the processor; and

5   processor executable code located within the memory subsystem for causing the processor to perform the steps of:

maintaining a database of subscriber data that is provided by a plurality of subscribers, the subscriber data including employee compensation data for a plurality of employees, wherein the employee compensation data is correlated to a plurality of employee

10   attributes;

receiving a query from a specific subscriber, the query including at least one desired employee attribute and at least one scope measure; and

compiling a report from the database in response to the query, the report providing associated employee compensation data for employees that have the at least one

15   desired employee attribute.

16.   The system of claim 15, wherein the report is electronically provided to the specific subscriber via an HTML form.

17. The system of claim 15, further including the steps of:

associating the query with the specific subscriber;

storing the query; and

providing an updated report when the specific subscriber selects the stored query, wherein the specific subscriber is not required to again enter the at least one desired employee attribute associated with the query.

18. The system of claim 15, wherein the report provides a comparison between the employee compensation data of the specific subscriber and the employee compensation data of all other subscribers with the at least one desired employee attribute.

19. The system of claim 15, wherein the at least one scope measure includes at least one of the following categories: profit, nonprofit, industry, company size, company revenue and geographic location.

20. The system of claim 15, wherein the report includes a summary of the at least one desired employee attribute used to compile the report.

21. The system of claim 15, wherein the report includes the employee compensation data in tabular and graphical format.